STRATEGIC PLAN
2017–2020
PERSONAL GROWTH
INCLUSIVE COMMUNITY
LIFE–LONG LEARNING
UNIVERSITY OF SOUTH FLORIDA
ST. PETERSBURG
STUDENT AFFAIRS
The work of Student Affairs professionals is centered on helping students begin a lifelong journey of growth and self-exploration. We partner with key stakeholders across the university and city to provide opportunities that equip students to be active and contributing members of an inclusive global community.

Student Affairs has an experienced staff with innovative ideas, expertise, and a deep love and commitment to students and their campus experience. Staff work long hours to support students both inside and outside the classroom. We are committed to using data to inform decision making, to develop and improve programs, and to discover the impact of services on student learning, development and success. Every day we shape the campus environment to support student success in the classroom, in students’ developing sense of self, in their citizenship and behavior, and in their commitment to inclusion, diversity, and community life.
OUR CORE VALUES

Student Affairs shares the USFSP institutional core values of Student-Centered Success; Research and Innovation; Inclusion of Difference; Commitment to Community and; Care for the Natural Environment. These values inform the way Student Affairs approaches work with students. As colleagues, we expect to lead collaboratively towards the end of ensuring student success.

OUR VISION

Student Affairs aspires to provide every student with transformational learning opportunities that encourage student-centered success.

OUR MISSION

Student Affairs creates and facilitates dynamic experiences that inspire personal growth, inclusive community, and life-long learning.

OUR UNITS & DEPARTMENTS

- Career Center (Student Services & Employer Services)
- Campus Recreation (Competitive and Recreational Sports, Waterfront, Fitness Center and Adventure Trips)
- Dean of Students (Title IX, Housing & Residence Life, Student Conduct, Student Outreach & Support)
- Student Life and Engagement (Harborside Activities Board, Leadership & Student Organizations, Multicultural Affairs, Student Government, University Student Center)
- Financial Aid & Scholarships; Veteran Services
- Wellness Center (Counseling, Medical, Health Education & Victim Advocacy Services) and Student Disability Services
This document outlines a collaborative effort across all units and departments within Student Affairs and centers on the programs, services and events we provide students at USFSP. We embrace the University of South Florida St. Petersburg 20/20 Strategic Plan and 20/20 Strategic Goals of 1) Distinctive Identity; 2) Student Success and Culture; 3) Faculty Excellence in Teaching and Research; 4) Strategic Partnerships; 5) Infrastructure to Meet Current and Future Needs and; 6) Sustainable Funding.

Our plan focuses on the USFSP 20/20 Strategic Plan and the Florida Performance Based Metrics (primarily student persistence and success to graduation, as well as workforce and graduate school preparation). Our mission pillars of Personal Growth, Inclusive Community and Life-Long Learning frame our 25 ambitious strategic initiatives.

The next step for the Student Affairs Leadership Team (SALT) is to create a comprehensive Work Plan that assigns each initiative a responsible unit(s)/staff, defines terms, sets timelines for implementation, determines key performance indicators, creates program plans and details, estimates budget needs, etc. We will review progress in June of each academic year and make appropriate and relevant updates.
PERSONAL GROWTH INITIATIVES

1. Deepen student career readiness by: launching a Passport to Professionalism Program for student employees; creating a Career Ambassador program; developing an annual Student Conference; and restoring/offering a career planning course.

2. Connect students to campus through physical activity by expanding our recreational programs.

3. Support persistence of every first-year residential student by developing a comprehensive student residential curriculum including Student Strengths.

4. Enhance interpersonal competence for students with significant socialization barriers by providing communication coaching and strategies.

5. Expand the capacity of the campus community to assist distressed students by providing training on identification and intervention.

6. Create new opportunities to connect students, faculty and staff to the St. Pete community by enhancing access to volunteer opportunities and partnerships.
7. Create a series of Residence Hall annual traditions (e.g. Carnival, Fashion Show, and Holiday Lighting Ceremony) that reinforce student’s sense of belonging on campus.

8. Strengthen campus engagement and community by building an active night and weekend culture for residential and commuter students.

9. Explore the interest, feasibility and impact of building an intercollegiate athletics program that will contribute to retention, persistence, school pride and identity.

10. Transform the current student life center into a traditional student union space that is inviting, friendly and an active place for students.

11. Promote a veteran supportive environment by creating a series of dialogues and seminars centered on military and veteran cultural competencies for students, faculty and staff.

12. In an effort to engage students on campus, we will explore the student interest, cost and impact of creating fraternity & sorority life on campus.

13. Lead University Forums to provide prompt responses to world and local events as they relate to diversity and inclusion.

14. Develop a bias incident response protocol where students easily understand reporting process, policies and sources of support if experiencing discriminatory treatment on campus.

15. Enhance campus awareness of issues that impact students with disabilities by creating educational programs and resources.

16. Study the space and effectiveness factors related to having Student Affairs departments located in six buildings across campus.
17. Create a series of trainings for student employment supervisors on career readiness and Student Strengths Coaching for faculty and staff.

18. Establish a comprehensive on-campus Interview program for students in a focused effort to deepen employer engagement to create increased graduate employment rates.

19. Create a more welcoming campus environment with USFSP directional information, signage and other appropriate information for prospective and incoming students as well as local community campus constituents.

20. Support student and professional staff in professional development through state, regional, and annual conferences, acquire nationally recognized certifications, and conduct research projects.
21. Enhance campus safety and increase awareness of Title IX by providing training opportunities for students, faculty and staff.

22. Increase student success by creating a seminar series on Resilience to develop student’s coping skills, confidence and adaptability.

23. Develop a proactive Financial Awareness program to include counseling, tools and information to help students understand and manage their finances.

24. Create a workspace that provides training/development, event planning support, and peer to peer consultation for student organizations in an effort to strengthen campus engagement.

25. Clarify the impact of Student Affairs services and programs on student success, program outcomes and student learning outcomes by providing workshops and trainings to build staff assessment skills.
### Alignment of USFSP Student Affairs Strategic Plan with the USFSP Vision 20/20 Strategic Plan Goals and the Board of Governor’s (BOG) Performance Based Metrics

#### USFSP Vision 20/20 Bold Goals

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<thead>
<tr>
<th>USFSP Vision 20/20 Bold Goals</th>
<th>USFSP Student Affairs Strategic Initiatives</th>
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<tbody>
<tr>
<td>G1: Distinctive Identity</td>
<td>1, 2, 3, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 19, 20, 21, 22, 24</td>
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<td>G2: Student success and culture</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25</td>
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<td>G3: Faculty excellence in teaching and research</td>
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<td>G4: Strategic Partnerships</td>
<td>6, 9, 11, 12, 13, 18, 19, 21</td>
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<td>G5: Infrastructure</td>
<td>2, 8, 9, 12, 14, 16, 19, 24</td>
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<td>G6: Sustainable funding</td>
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#### Florida Board of Governors Performance Based Metrics

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<tr>
<td>1. Percent of Bachelor’s Graduates Employed (Earning $25,000+) or Continuing their Education</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 17, 18, 20, 21, 22, 23, 24</td>
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<td>2. Median Wages of Bachelor's Graduates Employed Full-time</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25</td>
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<td>3. Average Cost to the Student</td>
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<td>4. Six Year Graduation Rate</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25</td>
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<td>5. Academic Progress Rate (2\textsuperscript{nd} Year Retention with GPA Above 2.0)</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25</td>
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<td>6. Bachelor’s Degrees Awarded in Areas of Strategic Emphasis</td>
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<td>7. University Access Rate (Percent of Undergraduates with a Pell-grant)</td>
<td>8, 9, 10, 11, 12, 13, 14, 15</td>
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<td>8. a. Graduate Degrees Awarded in Areas of Strategic Emphasis</td>
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<tr>
<td>b. Freshman in Top 10% of Class</td>
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<td>9. Percent of Bachelor’s Degrees Without Excess Hours</td>
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<tr>
<td>10. Number of Postdoctoral Appointees</td>
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Planning Process

The Student Affairs Strategic Plan was created by the input of many people who contributed their creativity, time, energy and passion for working with students. The plan was approved by the Student Affairs Division and the Chancellor’s Senior Leadership Team in August, 2017.

Strategic Planning Committee Members

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
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